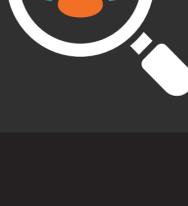


WORKFORCE DEVELOPMENT SURVEY & EXECUTIVE FOCUS GROUPS PRELIMINARY RESULTS

WE ASKED THE MONTANA BUSINESS COMMUNITY FOR THEIR THOUGHTS AND INSIGHTS INTO WORKFORCE CHALLENGES AND SOLUTIONS

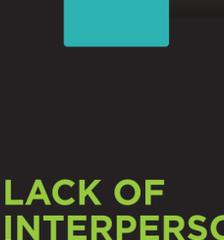


786
ONLINE RESPONSES FROM EMPLOYERS AND BUSINESS LEADERS (ANONYMOUS)



63
COMMUNITY LEADERS IN 4 EXECUTIVE FOCUS GROUPS
Our goal is to convene a total of **over 200** leaders in 14 locations by early 2020.

KEY FINDINGS

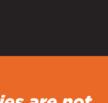


1. LOW NUMBER OF APPLICANTS

2. LACK OF INTERPERSONAL SKILLS



3. BELOW MARKET COMPENSATION



“Montana salaries are not competitive with other states.”

KEY FINDINGS



85%
OF BUSINESSES REPORTED ATTEMPTING TO GROW THEIR MONTANA WORKFORCE IN 2020.



64%
ARE HAVING DIFFICULTY FILLING BOTH ENTRY AND MID-LEVEL POSITIONS.



36%
OF BUSINESSES HAVE TURNED DOWN BUSINESS OPPORTUNITIES DUE TO WORKFORCE CHALLENGES.



69%
OF NEW HIRES IN THE LAST YEAR REQUIRED ADDITIONAL TRAINING IN ORDER TO DEVELOP SKILLS REQUIRED BY THE JOB.

The No.1 impediment to expanding total employment in 2020 is a lack of available skilled workers.

- #1: Job-specific technical skills
- #2: Interpersonal skills



72%
OF RESPONDING BUSINESSES ARE NOT SATISFIED WITH THE AVAILABILITY OF SKILLED WORKERS IN MONTANA.



69%
OF RESPONDENTS THINK THAT MONTANA HIGH SCHOOLS ARE NOT ADEQUATELY PREPARING STUDENTS FOR THE WORKFORCE.



96%
IDENTIFIED COMMUNICATION SKILLS AS ADEQUATE OR ABOVE AVERAGE.

Montana schools are adequately teaching communication skills (written, verbal, numeracy, literacy), but need to focus on improving students' interpersonal skills.

“Facilitate an investment in Montana that focuses on the EQ and innovations of the next generations.”

TOP SOLUTIONS

Addressing workforce needs centered on preparing students before they graduate from high school:

- #1: 80%** AGREED THAT SCHOOL DISTRICTS SHOULD BE INCENTIVIZED TO PUT EQUAL EMPHASIS ON ALL CAREER PATHWAYS.
- #2: 80%** AGREED THAT SCHOOL DISTRICTS SHOULD BE REQUIRED TO INCORPORATE WORKFORCE READINESS SKILLS IN THEIR CURRICULUM.
- #3: 77%** AGREED THAT CAREER ADVISING IN MIDDLE AND HIGH SCHOOL NEEDS TO BE STRENGTHENED.
- #4: 73%** AGREED THAT BUSINESS AND ECONOMICS EDUCATION SHOULD BE REQUIRED IN MIDDLE AND HIGH SCHOOLS.

- #5.** Increase support for education and skill-attainment programs for adults
- #6.** Require science, technology, engineering, and math (STEM) education in 6-12 grades
- #7.** Create more registered apprenticeship programs
- #8.** Increase support for government-funded workforce training centers

- #9.** Promote policies to lower housing costs
- #10.** Provide financial aid incentives for students in high-demand fields
- #11.** Increase support for government-funded childcare

SOCIAL PROOF

“We need to work together as a state to create more opportunities and home grown businesses accessing international markets.”

“The millennial and generation Z workers have unique expectations and values that business leaders must understand and embrace to attract talent.”

“Teach students how to do a resume, dress for an interview, how to arrive on time to the job, and use professional language on the job.”

“Businesses need to be in the high schools regularly to build industry bench strength.”

“Industry ecosystems, education and non-profit partners need to collaborate better for reducing redundant efforts and improving the uses of public and private funds.”

“Montana solutions for Montana challenges.”

“I feel like we have good hard working people in Montana. It use to be a good job was valued and hard to come by, but now it's a good employee is hard to come by.”

“High schools should be focused on more job related skills like budgeting money, taxes, and skills that allow students to enter the workforce prepared for life.”

MONTANA'S 2020 TALENT PIPELINE; BUSINESSES WANT TO GROW.

Are Montana businesses happy with the availability of a qualified workforce to realize growth opportunities?

Workforce development is a major issue that is affecting every business sector in Montana and is threatening our ability to grow economically. The Montana Chamber of Commerce, in cooperation with K-12 and higher education, and the State of Montana, will continue to convene interdisciplinary leaders to address Montana's future workforce needs, supply and demand.

To download the infographic and this summary, please visit montanachamber.com/envision-2026/.

Stay tuned for announcements of Chamber supported solutions.

Based on the data we have received from over 750 online survey respondents (anonymous) and 63 leaders (in-person), we are tackling the top challenges that Montana businesses are facing and highlighting successful programs from across the state.

Our goals are:

In 2020 we will be convening similar focus groups across rural Montana.

- To further qualify the workforce challenges being faced by Montana businesses;
- To effectively communicate the needs of the Montana business community with education and government leaders at the state and local levels;

This effort is within the Chamber's Envision 2026 strategic plan Workforce Development and Entrepreneurship pillars.

- To identify, implement and scale solutions for developing employability traits; and
- To instill entrepreneurial and economic principles in our future workforce.

Thank you to our Treasure State Members and Envision 2026 Investors!

